



OFFICE OF THE
BRIGADE COMMANDER

UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES

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28 July 2010

MEMORANDUM FOR ALL MEMBERS OF THE USU BRIGADE

SUBJECT: Brigade Commander's Policy Statement on Sexual Harassment

Sexual harassment violates federal civil rights laws, the Uniform Code of Military Justice (UCMJ) and the Uniformed Services University (USU) nondiscrimination policy. The Brigade is committed to providing and promoting a workplace atmosphere where all personnel can realize their maximum potential and where students can be fully engaged in a professional learning capacity. To ensure this environment, all members of the Brigade (including faculty, staff and students) must understand that sexual harassment is entirely inconsistent with our mission and will not be tolerated.

This policy, which flows from the Department of Defense Military Equal Opportunity Program, DoDD 1350.2, is directed to all assigned personnel so that they may freely disclose a complaint or problem which might be viewed as sexual harassment. Specifically, persons who believe they have been victims of sexual harassment should report the incident immediately to appropriate administrative officials. Do not delay in reporting allegations of this nature, for to do so might make it more difficult to establish the facts of a case and unwittingly contribute to the repetition of offensive behavior. Retaliation against persons who report sexual harassment (or behavior that might constitute sexual harassment) is strictly prohibited. Any act of reprisal, to include internal interference or coercion, violates this policy and will be grounds to initiate the full breadth of command prerogatives.

Supervisory personnel are extremely important in recognizing and preventing sexual harassment. Supervisors are responsible for educating and sensitizing employees to sexual harassment. They are also directed to take all appropriate steps to prevent and stop sexual harassment whenever or wherever it might occur. Any person, not just supervisory personnel, who is contacted by an individual who seeks to report a sexual harassment allegation, shall assist the complainant by contacting the Brigade Equal Opportunity Officer, 295-1953, USU's Equal Employment Opportunity Officer, 295-3032 or the Brigade Judge Advocate, 295-9699. Each of us must dedicate ourselves to creating a work environment that is free from sexual harassment.

TANIS M. BATSEL STEWART
CAPT, MC, USN
Brigade Commander

